

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: KENNETH ORAIZ (Instructor III)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	30	4.89	1.47
b. Students	30	4.83	1.45
Total for Instruction	60		2.92
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	25	5.00	1.25
Total for Research	25		1.25
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	15	5.00	0.75
Total for Extension	15		0.75
4. Administration			
5. Production			
TOTAL	100		4.93

EQUIVALENT NUMERICAL RATING:

4.93

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.93

ADJECTIVAL RATING:

OUTSTANDING


Prepared by:


KENNETH ORAIZ
Name of Faculty

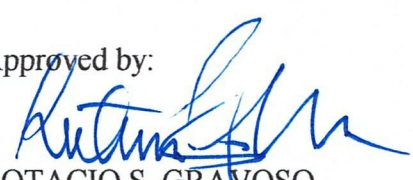
Reviewed by:


DEEJAY M. LUMANAO
Department Head

Recommending Approval:


SUZETTE B. LINA
Dean, College of Agriculture and Food Science

Approved by:


ROTACIO S. GRAVOSO
Vice President, Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, KENNETH ORAIZ, a faculty member of the DEPARTMENT OF SOIL SCIENCE agree to deliver and to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period JULY - DECEMBER, 2024.

Approved:

DEEJAY M. LUMANAO

Head, DSS

Date: 12/28

KENNETH ORAIZ

Name of Faculty

Date: 12/25

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan-Dec)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI : Total FTE monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	2	2.08	4	4	5	4.33	SOIL217 Lec and Lab
	PI 10: Additional outputs	A2. Number of students advised	Acts as academic adviser to graduate students	0						
		A3. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	3	5	5	5	5.00	
		A4. Number of Graduate reports checked	Checks reports required for graduate subject							
		A5. Number of Graduate examinations conducted and checked	Conducts and checks examinations for graduate subject handled	2	2	5	5	4	4.67	
		A6. Number of Graduate grade sheets submitted	Submits gradesheets for graduate subjects	1	1	5	5	4	4.67	
		A7. Number of comprehensive examination conducted	Conducts comprehensive examination for graduate students	0						

UMFO 3 . RESEARCH SERVICES									
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A20. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries						
	PI 2. Number of research outputs completed within the year *	A 21 . Number of research outputs completed within the year *	Conducts and completes research project within the year						
	PI 3: Number of research outputs presented in regional/national/ int'l fora/conferences	A 22. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences	1	1	5	5	5	5.00
		<i>a. International</i>							
		<i>b. National</i>							
		<i>c. Regional or Institutional Conferences</i>	Prepares, submits and presents research paper in scientific fora/conferences	1	1	5	5	5	5.00
	PI 7: Amount of research money obtained from external sources	A 23. Amount of research money obtained from external sources	Requests for research money from external sources						
		Average							5.00
UMFO 4. EXTENSION SERVICES									
	PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities (MOUs/MOAs)	A 32. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	1	1	5	5	5	5.00
	PI 2. Number of trainees weighted by the length of training	A 33. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	20	75	5	5	5	5.00
	PI 3: Number of extension programs and projects	A 34. Number of extension programs and projects	Implements extension programs and projects	1	1	5	5	5	5.00

DA Regional Soils Laboratory VIII, DA Regional Soils Lab VII, Bureau of Soils and Water Management, Philippine Nuclear Research Institute

	PI 4: Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	A 35. Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses							
	PI 5: Number of technical/expert services	A 36. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
		a. Peer reviewer of journal/book								
		b. Review of research and extension proposal								
		c. Resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in								
		d. accreditor								
		e. consultancy								
	PI 6: Number of extension proposals submitted	A 37. Number of extension proposals submitted	Prepares extension project proposals and submits for review							
	PI 7: Number of extension proposals approved	A 38. Number of extension proposals approved	Follow ups submitted and reviewed extension proposals							
	PI 8: Number of extension proposals implemented	A 39. Number of extension proposals implemented	Implements duly approved extension projects							
	PI 9: Number of extension outputs presented in int'l, national, regional or institutional conferences	A 40. Number of extension outputs presented in:	Prepares, submits and presents extension paper in conferences							

		a. <i>International</i>								
		b. <i>National</i>								
		c. <i>Regional or Institutional Conferences</i>								
	PI 10: Number of extension activities conducted	A 41. Number of extension activities conducted	Conducts extension program activities	1	2	5	5	5	5.00	
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *	Receives an award related to extension activities							
		Average							5.00	
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 1. Faculty Development Services									
	PI 7: Number of trainings, seminars, and conferences attended	A 50. Number of training, seminars, and conferences attended (international, national, regional/institutional)	Attends training, seminars, and conferences attended (international, national, regional/institutional)							
		<i>International</i>								
		<i>National</i>		2	1	5	5	5	5.00	PAA Congress, DOST PCAARRD GIS Training Workshop
		<i>Regional/Institutional</i>		1	1	5	5	5	5.00	
	OVPI MFO 3. Registration Services									
	PI 9: Percentage of students enrolled and validated within the registration period	A 51. Percentage of students enrolled and validated within the registration period	Validates students within the registration period	60%	100%	5	5	5	5.00	
	PI 10. Number of students advised during the registration period	A 52. Number of students advised during the registration period	Acts as academic adviser	10	20	5	5	5	5.00	
	OVPI MFO 4. Curricular Program Management Services									
	PI 12: Number of IMs reviewed by the DIMRC	A 53. Number of IMs reviewed by the DIMRC	Submits IMs for review							
	PI 13: Number of course syllabi and TOS reviewed and approved	A 54. Number of course syllabi and TOS reviewed and approved	Submits course syllabi and TOS for approval	2	3	5	5	5	5.00	

	PI 16: Number of student thesis advised:	A 57. Number of students advised on thesis/field practice/special problem:	Advise and corrects research outline and thesis/SP manuscript	1	6	5	5	5	5.00	
		<i>As SRC Chairman</i>		2	2	5	5	5	5.00	
		<i>As SRC Member</i>		2	2	5	5	5	5.00	
	PI 18: Number of students from other schools having summer program supervised	A 59. Number of students from other schools having summer program supervised	Acts coordinator/facilitator for students from other schools having summer program in VSU							
	PI 19: Number of external institutions/agencies conducting benchmarking activities served	A 60. Number of external institutions/agencies conducting benchmarking activities served	Facilitates in assisting of the external institutions/agencies conducting benchmarking activities							
	PI 20: Number of students from other academic departments conducting research activities served	A 61. Number of students from other academic depts conducting research activities served	Facilitates in assisting students from other academic depts conducting research activities	1						In-progress
	PI 21: Additional outputs	A 62. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	5	5	5	5	5.00	
		Average							5.00	
UMFO 6. General Admin. & Support Services										
	PI 3: Number of committee meetings conducted	A 67. Number of committee meetings conducted	Acts as committee chairman	0						

PI 4: Number of routinary documents acted	A 68. Number of routinary documents acted	Sign documents	0						
PI 5: Number of requests acted	A 69. Number of requests acted	Approves requests	2						In-progress
PI 6: Number of memoranda prepared	A 70. Number of memoranda prepared	Issues memoranda							
PI 9: Number of submitted DTR within 20 days after the last day of the month	A 73. Submits DTR within 20 days after the last day of the month	Submits DTR within 20 days after the last day of the month	2	6	5	5	5	5.00	
PI 10: Percentage of complaints, if any, addressed on time	A 74. Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)	5%						
PI 17: Additional Outputs	A 80. Number of meetings attended	Attends meetings (departmental/institutional)	5	10	5	4.6	5	4.87	
	A 81. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							
	Average							4.93	
Total Over-all Rating								123.28	
Average Rating								4.96	
Adjectival Rating								OUTSTANDING	

Comments and Recommendation for Development Purposes:

Continue attending seminars, workshops, Publish article. Write & submit research proposal for funding related to agriculture, soil science

Evaluated & Rated by:

DEEJAY M. LUMANAO

Department Head

Date: 1/10/15

Recommending Approval:

SUZETTE B. LINA

Dean, CAS

Date: 1/10/15

Approved by:

ROTACIO S. GRAYOSO

Vice President for Academic Affairs

Date: 1/10/15

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2 nd	
X	3 rd	
X	4 th	

Name of Office: Department of Soil Science

Head of Office: DEEJAY M. LUMANAO

Number of Personnel: 6 Permanent faculty; 4 Admin staff; 7 JO staff

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Preparation of Teaching Materials		X (DSS meeting)			Improved a lot already
Teaching Load assignments		X (DSS meeting)			
Reporting on Time in the office		X (DSS meeting)			
Coaching					
<ul style="list-style-type: none">- Root cause analysis- Identifying corrective action- Making of OBE-Syllabus		Group meeting			

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

DEEJAY M. LUMANAO

Immediate Supervisor

Noted by:

SUZETTE B. LINA

Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: KENNETH ORAIZ

Performance Rating: OUTSTANDING

Aim: To sustain the outstanding rating

Proposed Interventions to Improve Performance:

Full support from the University in terms of continuous faculty development program, research/extension activities and administrative support in the preparation of updated teaching materials.

Date: July 2024

Target Date: Dec 2024

First Step:

Revise/update Instructional Materials

Attend national and international scientific forum

Results:

Ongoing writing of publication

Prepared course syllabi for new courses handled

Attended training and seminars

Date: Jan 2025

Target Date: June 2025

Next Step:

Publish scientific paper in international referred journals

Write scientific proposals for future research

Outcome:

Submit scientific proposals to other institutions for possible collaboration.

Step/Recommendation:

If the proposal is approved and budget is ready, then implementation will follow.

Prepared by:

DEEJAY M. LUMANAO

Head, DSS

Conforme:

KENNETH ORAIZ

DSS Faculty



**TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING
BY DEPARTMENT**

Second Semester AY 2023-2024

Department: Dept. of Soil Science

College: College of Agriculture & Food Sciences

Faculty name	Number of classes	Numerical Rating	Percentile Rating	Descriptive Rating
ANANE . SERENINA	9	4.39	87.78 %	Very Satisfactory
AYRON NIKKI M. GARRIDO	9	4.89	97.78 %	Outstanding
BISMARK . ARTHUR	3	4.67	93.33 %	Outstanding
CECILLE MARIE OQUIAS QUIÑONES	6	4.50	90.00 %	Outstanding
DEEJAY MARANGUIT LUMANAO	5	4.60	92.00 %	Outstanding
JUVYLYN GLORY NIEGAS	9	4.67	93.33 %	Outstanding
KENNETH ORAIZ	6	4.83	96.67 %	Outstanding
MEDARDO COQUILLA MAGDADARO, JR.	4	5.00	100.00 %	Outstanding
ROMEL BRIGOLI ARMECIN	4	4.75	95.00 %	Outstanding
SUZETTE BINONGO LINA	4	5.00	100.00 %	Outstanding
VICTOR BINGCO ASIO	2	5.00	100.00 %	Outstanding
Department Mean		4.75	95.08%	Outstanding

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: 11-05-2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: 11-08-2024

Received by:

DEEJAY MARANGUIT LUMANAO

Name and Signature of Department head

Date: 12/2/24

SUZETTE BINONGO LINA

Name and Signature of College Dean

Date: _____

Distribution of copies: IEO, College, Department

